



**University of South Florida Board of Trustees/United Faculty of Florida
Memorandum of Understanding
Concerning 1% Merit Pay Bonus**

The University of South Florida Board of Trustees ("USF") and the United Faculty of Florida ("UFF") hereby enter into this Memorandum Of Understanding ("MOU") concerning a 1% merit bonus. The parties are not currently negotiating a successor agreement or in re-opener negotiations. However, because the parties wish to make the following bonus available at the earliest opportunity to in-unit employees the parties agree:

1. The University will fund a one-time 1% merit pool based on the June 30, 2011 in-unit employee salary base to be distributed as one-time bonuses according to the formula set below:

Using the most recent evaluation, each employee's numerical score in each area of assigned activity (the average of peer committee's rating, if applicable, and the supervisor's rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each area of assignment. For example, an employee receiving a rating of 4.0 in instruction, with a .60 FTE assignment in instruction would have a raw score in this category of 2.4, derived by multiplying 4.00 by .60. Raw scores in each area of assignment are added together to determine the overall raw score for the individual employee. The highest total raw score possible would be 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with a minimum score of 3.0 would be eligible for the bonus merit pool consideration.

Each eligible employee's salary shall be adjusted to a 9-month, 1.0 FTE rate and multiplied by the employee's performance score. (For example, an employee's performance score of 4.6 multiplied by salary of \$50,000 will yield \$230,000.) The adjusted salaries of all eligible employees in the department/unit will be added together and each employee's percentage ownership of that total shall be calculated by dividing each individual employee's part of the total by the total of the department/unit. Here is a sample calculation using employees A, B, and C.

Employee A:	salary of \$50,000x4.6 evaluation score =	\$230,000
Employee B:	\$60,000x4.4 =	\$264,000
Employee C:	\$75,000x4.0 =	\$300,000
	Total adjusted salary =	\$794,000

Percentage ownership for A:	$230,000/794,000 = 0.29$
Percentage ownership for B:	$264,000/794,000 = 0.33$
Percentage ownership for C:	$300,000/794,000 = 0.38$

Department/unit bonus pool is \$1275.00.

A's bonus is	$\$1275 \times 0.29 =$	\$369.75
B's bonus is	$\$1275 \times 0.33 =$	\$420.75
C's bonus is	$\$1275 \times 0.38 =$	\$484.50



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2. It is the intent of the parties that this MOU be applied across the system-wide faculty bargaining unit; no USF System campus may opt out of this MOU
3. Bonuses would be funded from a 1% stand-alone pool that would not be counted under Article 23.5.
4. The effective date of the bonus payments shall be no later than six (6) weeks after ratification of this MOU by UFF. USF will vote on ratification of this MOU three (3) weeks after UFF ratifies the MOU.
5. Eligibility: Employees who are on visiting appointments, temporary appointments or who have received notices of non-reappointment or dismissal on or before August 7, 2011 are not eligible to receive a bonus. Further, any employee not employed by USF as of May 1, 2011 is not eligible to receive a bonus.

Paul M. Terry *7-13-2011*

Paul Terry, President **Date**
United Faculty of Florida

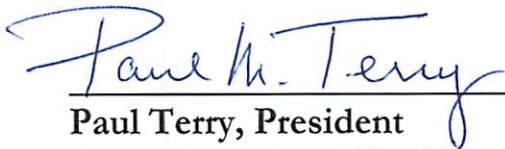
Dwayne Smith *7-13-2011*

Dwayne Smith, Senior Vice Provost **Date**
University of South Florida Board of Trustees



Joint Statement

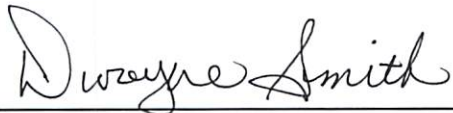
After a review by the UFF USF Chapter and the University regarding the formula used for the distribution of the funds in the 1.5% merit pay pool for 2010-2011, it was determined that some in-unit employees received less than the amount they should have received while other employees received more than they should have received. The UFF and University agreed to recalculate the salary changes and correct discrepancies for those who received less than they should by adding those amounts to their base salary. The change is effective August 7, 2011, and any additional increases on that date will be calculated on the basis of the adjusted salary figure. So as not to harm any employees, the University will not reduce the salaries of employees who were over paid as the result of recalculation. All employees who will receive an adjustment will be notified of the amount of the increase.



Paul Terry, President
United Faculty of Florida

7-13-2011

Date



Dwayne Smith, Senior Vice Provost
University of South Florida Board of Trustees

7-13-2011

Date